

DoD, Army transforms, so will Fort Buchanan

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The Army released a Human Resources Plan June 4 to installations it controls, including Fort Buchanan, to implement a new approach to installation management called Transformation Installation Management (TIM). It supports the Army's Transformation and the Department of Defense's (DoD) overarching effort to meet Congressional demands and change the way the military conducts the business of national defense.

U.S. President George W. Bush called for a top-to-bottom review of the Pentagon after being sworn in Jan. 20, 2001, and appointed Secretary of Defense H. Donald Rumsfeld to transform the military. "We have to think differently," Bush said in a Dec. 11, 2001 speech. "The enemy who appeared on Sept. 11 seeks to avoid our strengths and constantly searches for our weaknesses. So America is required once again to change the way our military thinks and fights."

The Army is implementing these changes under the direction of the Secretary of the Army, Thomas White, and the Chief of Staff of the Army (CSA), Gen. Eric Shinseki, under unique circumstances.

> There is a Congressional mandate to reduce military headquarters structures by 15 percent and reallocate these positions to field units. This applies to Major Army Commands and Army Service Component Commands. U.S. Army South serves as both of these types of units.

> The DoD has 20 to 25 percent more installations than the military needs and a Congressional Base Realignment and Closure review is scheduled for 2005.

> Personnel reductions over the past decade have exceeded the reduction of facilities and placed a strain on many installations. Fort Buchanan is just one of nearly 600 installations operated by the DoD.

> Many DoD personnel will reach retirement age in the next four years.

> New organizations, like the proposed Northern Command, require people and resources to get going. The Unified Command Plan, submitted by the Chairman of the Joint Chiefs of Staff (CJCS), was announced in April 2002 and called for a new Northern Command, under which the Puerto Rico and the U.S. Virgin Islands will be realigned in the near future. There is further speculation of a new Americas Command when the UCP is reviewed again in 2003-2004.

> We are at war and to be better prepared to respond and help pay for the ongoing war on terrorism, the entire Pentagon is realigning force structures to gain economies and efficiencies by consolidation.

Secretary White announced the TIM initiative Dec. 18, 2001 after his staff completed several months of preparation. TIM will consolidate functions, streamline decision-making processes and focus on more efficient ways to manage Army installations worldwide.

"The Army must accomplish three tasks if we are to be successful in providing for the defense of our nation," says Secretary White. "We must help win the global war on terrorism; we must transform to meet the challenges of future conflicts; and we must secure the resources needed to pursue both the war on terror and army transformation."

The Army Garrison of Fort Buchanan will join this initiative to consolidate and regionalize installation functions regardless of whether Army South or any other unit stays or goes. The Army Garrison in Miami, Fla., who supports Army personnel assigned to the U.S. Southern Command there, is also under the control of U.S. Army South and subject to TIM. Garrison personnel positions now under the operational control of U.S. Army South will return to the control of the Fort Buchanan Garrison Commander, Col. John Peska.

"In many respects," says Peska, "the Garrison organization that

existed before U.S. Army South arrived will be restored but may face future reductions after October 2003."

A new Garrison Commander is slated to assume command in July, which is partly why Fort Buchanan plans to implement TIM sooner than the "big Army:" "T-Day" for Fort Buchanan is 1 July 2002, three months ahead of the Army implementation date of 1 Oct. 2002. It's then that Fort Buchanan will report to the Southeast Regional Director in Fort McPherson, Georgia, who in turn answers to the Assistant Chief of Staff for Installation Management (ACSIM). This chain of command will also become the funding chain for installations and will give Garrison Commanders more authority and control over their installations.

Secretary White announced the regional headquarters March 19, 2002. They are: Northeast: Fort Monroe, Hampton, Virginia Southeast: *Fort McPherson, Atlanta, Georgia*; Northwest: Rock Island Arsenal, Rock Island, Illinois; Southwest: Fort Sam Houston, San Antonio, Texas; Europe: Heidelberg, Germany; Pacific: Fort Shafter, Honolulu, Hawaii; Korea: Yongsan, South Korea. These regions will collectively oversee all Army installations. If you have a job on an Army installation, TIM will affect you either by the consolidation, relocation or elimination of positions.

The Army must reduce the cost of communications services and will do so by establishing the U.S. Army Network Enterprise and Technology Command (NETCOM) in Fort Huachuca, Ariz. NETCOM will report to the Chief Information Officer (G6) on the Army Staff. Fort Buchanan's 56th Signal Battalion, the Army South Command Center and the Director of Information Management personnel will be affected.

The Army will also reduce costs by centralizing its contracting function in order to maximize regional contracts to reduce costs under a new Army Contracting Agency (ACA). If you work in the contracting arena, like the Army South's Principal Assistant Responsible for Contracting (PARC) or Fort Buchanan's Directorate of

Contracting (DOC), then TIM will affect you.

The TIM Human Resources Plan supports the Army's part of the largest DoD realignment in a generation. Such changes bring rumors of a reduction in force, or "RIF," which is a term used to describe how employees compete to retain their job due to reorganization or other reasons. A RIF will not occur. Other methods, like attrition, voluntary reassignments and relocation will address most of the changes brought about by TIM.

The DoD will not get smaller, but positions and people will need to adapt to new structures. Jobs will not be lost on installations like Fort Buchanan *at this time*, but individuals should assess their job skills and the opportunities Transformation brings. Change is not always welcome, but it does bring opportunity. Now is the time to investigate these opportunities.

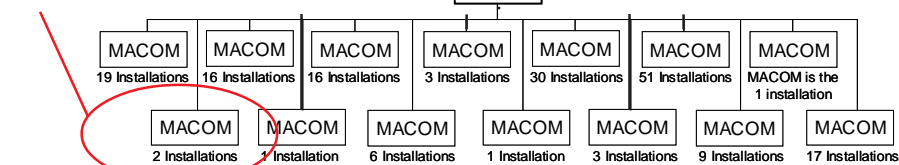
At the end of the transformation process, much good will result. The installations where active duty, Reserve and National Guard and civilian personnel are assigned will be robust, multi-functional, standard and modern. They will employ a more streamlined decision making processes than today and be more effective in providing a place for active forces to live, train and deploy.

"Make no mistake about it," says Secretary White, "the performance of our soldiers is directly tied to the effectiveness of our installations. Our soldiers are trained, equipped, and sustained there. They live there. Their families live there. Even when deployed, our soldiers continue to be supported and sustained by army installations around the world. Thus, it is no exaggeration to say that our installations are the foundation of the force—the heart of a great army."

"There are some who say that fighting a war and transforming installation management at the same time is too difficult. It is not. We can do it. We will do it."
Thomas E. White, Secretary of the Army

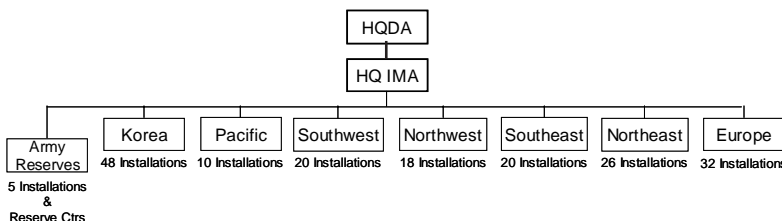


USARSO: Oversees Garrisons in Florida and Puerto Rico



Installation Management Today

Major Army Commands, like U.S. Army South, are assigned installations to manage and must decide how to allocate funds for the MACOM mission and the installation. Non-standard levels of maintenance and services affects overall quality of life as personnel move from once installation to another.



Installation Management Tomorrow (Oct. 1, 2002)

MACOMs are removed from the chain and installations are managed regionally. Garrison Commanders at Fort Buchanan and Miami, who once reported to Army South, report to the Southeast Region Headquarters. Funding lines and uniform standards will be better managed within installation management channels.